

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: [REDACTED]

Policy, Analysis and Evaluation/OP
1006 Ames

EXTENSION

NO.

25X1

DATE

17 December 1981

25X1

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. DD/PAGE
1006 Ames

2.

3. EA/D/OP
5E58 Hqs.

4.

5. DD/OP

6.

7. D/OP

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Attached are some bullets which would be suitable as a basis for your briefing on the Compensation Study at the next DCI meeting. These are highlights only but should provide enough material for about ten minutes worth of discussion.

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COMPENSATION STUDY BRIEFING OUTLINE
FOR
DCI MEETING

- Consultant study being performed by [redacted] which began in September, is about half completed and will end on 1 April. 25X1
- Study consists of two parts:
 - Phase I examines overseas positions only, but is community-wide in nature (CIA, State, NSA, and DIA).
 - Phase II includes a comprehensive review of the Agency-wide pay system.
- Phase I of the study is a response to a Congressional initiative contingent on temporary approval of the interim 9.6 percent overseas differential, and the recommendations will serve as a basis for negotiating a permanent solution to the overseas pay problem with HPSCI, SSCI, and HAC.
- The Agency is committed to report the results of the study to Congress by 1 February 1982 and will meet this target. The Consultants game plan calls for delivery of the Phase I report by 15 January 1982.

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- The Consultants were organized in two teams of two each and both teams were accompanied by a senior personnel official from CIA and NSA. Both teams interviewed journeymen-level employees in each of the four major Agency occupational areas (Operations Officer, Administrative Officer, Communicator, and Secretary) and their equivalents, where possible, in State and NSA.
- In order to establish a solid data base for their recommendations we asked the Consultants to enlarge the audit sample beyond our original projections. As a result they conducted 128 interviews and received 35 briefings. Each member of the team recorded the results on a standard questionnaire and an interview summary will be included in the report.

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- The steps we have taken on Phase II to date include:
 - Appointed representatives in each directorate to coordinate briefings with management, interviews with employees, etc.
 - Furnished considerable technical data for their review including occupational/grade information, recruitment, turnover, and mobility studies, etc.
 - Prepared a HN to employees notifying them of study and soliciting their ideas.
- Anticipated outcome of Phase II is a unique compensation plan for CIA.
- I will keep you informed of major developments.

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